

# Greater Warren Youngstown Urban League

Executive Director / CEO

EIN 340714784  
OH · NTEE P20  
FY ending 2023-12-31  
June 9, 2026

This analysis benchmarks the total compensation of **Thomas Conley, Executive Director / CEO** (\$84,462) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Thomas Conley — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P20).

**BUDGET** Total revenue between \$238,542 and \$534,049 — 0.67x to 1.50x the subject's \$356,033 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P20) + OH + budget 0.67–1.5x revenue.

**45** organizations qualified on sector, size, and geography

→ **45** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,063	\$34,967	\$52,050	\$65,000	\$88,135	<b>\$84,462</b>
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## ● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to OH cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Look Up Ministries</a>	OH	\$345,102	Executive Director	\$45,750	<b>\$44,437</b>	2024
<a href="#">Partners For Medical Relief</a>	OH	\$341,574	President	\$36,000	<b>\$34,967</b>	2024
<a href="#">The Pike County Outreach Council Of</a>	OH	\$335,639	Executive Director	\$50,000	<b>\$52,050</b>	2022
<a href="#">Enlightened Solutions</a>	OH	\$376,844	Managing Director	\$100,000	<b>\$94,627</b>	2025
<a href="#">Sanctuary Community Action</a>	OH	\$333,467	Executive Director	\$19,760	<b>\$19,193</b>	2024
<a href="#">Faith House Academy &amp; Early Learning Center</a>	OH	\$331,543	Pastor/ceo	\$23,035	<b>\$23,035</b>	2023
<a href="#">Forensic Nursing Network Inc</a>	OH	\$331,431	Executive Director/treasurer	\$74,544	<b>\$72,405</b>	2024
<a href="#">His Hope Teen Challenge</a>	OH	\$384,024	Executive Director	\$62,500	<b>\$60,707</b>	2024
<a href="#">Discovering Mercy</a>	OH	\$384,277	Co Exec. Dir	\$88,225	<b>\$88,225</b>	2023
<a href="#">Inclusionworks</a>	OH	\$327,438	President	\$1,300	<b>\$1,300</b>	2023
<a href="#">Shepherds House Of Portage County</a>	OH	\$323,858	Executive Director	\$58,719	<b>\$57,034</b>	2024
<a href="#">The Common Good Of Preble County</a>	OH	\$389,882	Executive Director	\$52,797	<b>\$51,282</b>	2024
<a href="#">Hope Ministries International</a>	OH	\$319,526	Pres	\$28,000	<b>\$27,197</b>	2024
<a href="#">United Church Residences Of Moundsville</a>	OH	\$319,422	Treasurer	\$50,772	<b>\$49,315</b>	2024
<a href="#">The Maria Hay Forbes Centre</a>	OH	\$393,127	Childcare Director	\$28,713	<b>\$27,889</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Operation Ramp It Up For Veterans</a>	OH	\$318,394	Executive Dir.	\$22,000	<b>\$21,369</b>	2024
<a href="#">Welcome To A New Life</a>	OH	\$318,256	Executive Di	\$57,339	<b>\$57,339</b>	2023
<a href="#">Hannah's House 119</a>	OH	\$310,768	Director	\$45,096	<b>\$43,802</b>	2024
<a href="#">Ihsan Worldwide</a>	OH	\$406,121	Executive Di	\$64,777	<b>\$64,777</b>	2023
<a href="#">The Strongsville Emergency Food</a>	OH	\$301,025	Coordinator	\$24,288	<b>\$23,591</b>	2024
<a href="#">Agudath Israel Of Ohio Inc</a>	OH	\$413,942	Executive Director	\$167,844	<b>\$167,844</b>	2023
<a href="#">Northeast Ohio Foundation For Patriotism</a>	OH	\$414,979	Executive Director	\$72,824	<b>\$72,824</b>	2023
<a href="#">Legacies Empowered Inc</a>	OH	\$290,517	Executive Director	\$38,896	<b>\$37,780</b>	2024
<a href="#">Cityheart Corporation</a>	OH	\$287,198	Exec Directo	\$61,416	<b>\$61,416</b>	2023
<a href="#">New American Resources Center Inc</a>	OH	\$282,630	Executive Director	\$26,737	<b>\$26,737</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to OH cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 45 organizations. Compensation range \$400–\$299,919; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$356,033); for reference, expenses \$372,256 and assets \$167,139.

**ROLE MATCH** Thomas Conley, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 3 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	84 <sup>th</sup>
All sources (D + E + F), adjusted	78 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### **Draft board minutes – executive compensation**

1. The compensation of the Executive Director / CEO (Thomas Conley) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 45 similarly situated organizations (Same NTEE sector (P20) + OH + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,462 is reasonable (approximately the 84<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.